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Abstract

An official publication of the ILR School, Cornell University, "for the information of all faculty, staff and students."

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Comments

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For Our Information . . .

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NEW YORK STATE SCHOOL OF INDUSTRIAL AND
LABOR RELATIONS, AT CORNELL UNIVERSITY
for faculty, staff, students, friends

Vol. XVIII, No. 1

Fall 1965

NEW POSITIONS CREATED

Two important new positions have been created at the School, Dean Moore has announced.

Vernon H. Jensen has been named assistant dean for general administration and Robert F. Risley has been appointed assistant dean for extension and public service. Both appointments are effective September 1.

The new posts are designed to strengthen the School administratively and to broaden the School's concept of education and service to the public.

Professor Jensen, an economist and an authority in the field of labor, has been at the School since 1946. He will work with the Dean in overall school planning, programming and administration. He has extensive experience as an arbitrator and has been chairman of the School's Department of Collective Bargaining, Labor Law and Labor Movements.

Professor Risley has held the title of assistant dean and director of extension at the School for the past year and a half. His new position gives greater recognition to the importance of extension to the School and recognizes the broadening functions of extension to include wider aspects of public service to the state and nation.

Risley has been with the School since 1948 and during that time has taught, done research and served as acting dean in addition to developing a number of new programs in the field of extension and public relations.

FACULTY APPOINTMENTS

Eqbal Ahmed has been named assistant professor in the Department of International and Comparative Labor Relations. He comes to Cornell from the University of Illinois where he taught for a year. He was assistant director, International Cultural Center at Tunis. He is currently working toward a doctorate at Princeton. He has an undergraduate degree from Forman Christian College, Lahore, and a Master's from Punjab University. He is a citizen of Pakistan.

Two visiting professors are: Donald F. Roy, visiting associate professor for the academic year in the Department of Organizational Behavior. He has been on the faculty of Duke University for the past 15 years and prior to that taught at University of Chicago and Roosevelt University. He has an A.B. and M.A. from University of Washington and a Ph.D. from University of Chicago.

J. Oscar Alers, visiting assistant professor, is working with Professors Whyte and Williams in Peru during the coming year. He has been doing research in Cornell's Department of Anthropology and is finishing up his doctorate. He has a B.A. from City College of New York and an A.M. from Harvard.

Three extensioners have been added to that division: Al Nash, part-time extension teacher in New York for many years, has been named extension specialist. He has a B.S. from Columbia and is working toward a master's. He has taught courses at Rutgers and has been employed by Region 9, UAW, and by the Textile Workers.

William A. Scoones is a new extension specialist working with George Brooks and Sara Gamm. He has a B.A. from Hamilton and has taught history in Ithaca as well as other upstate schools.

Anne Mae Moody is an extension associate in the New York Office. During the past year she has worked in the New York Office in the field of civil rights. She has been a fund raiser for CORE as well as a field worker.

Two new librarians have been added to the School staff: They are: Robert S. Lamb, associate catalog librarian, a Cornell graduate. He has a M.L.S. from University of California, has taught high school English and has been assistant librarian at Oakland (Calif.) Tribune library and at Orange Coast College Library.

Christian Boissonnas is assistant catalog librarian. He is also a Cornellian and has a M.S.L.S. degree from Syracuse University (1965). His wife, a niece of Professor Alpheus Smith, is a librarian in Olin.

Robert Pezdek has recently been named assistant to the librarian. He was assistant librarian in acquisitions at Olin. A graduate of University of Pittsburgh, he has a M.L.S. from Carnegie Tech. He was a library trainee in the University of Pittsburgh.

Harriet Budke has moved from circulation librarian to reference librarian. Mrs. Carolyn Zimmerman is now circulation supervisor.

Two reference librarians have quit their posts in the ILR library. Russell Duino is assistant librarian for reference and circulation at Cuyahoga Community College, Cleveland; Ann Matthews Wilkinson is working in the library of Cornell's Business School.

ILR STARTS NEW YEAR

ILR opened its new year with just under 500 students. Of these approximately 420 are undergraduates and 80 are graduate students. There are around 130 in the freshman class and about 35 new graduate students.

The School's annual convocation was held Wednesday, September 22 in Ives Auditorium, with Professor Milton R. Konvitz as the featured speaker. His topic was "The Sit-in Demonstrations and the Rule of Law."

Dean Moore announced that this year was to be "YUG" (the year of the undergraduate), that the faculty are very much concerned with undergraduate education, the Curriculum Committee is evaluating its program, and that an ad hoc committee will experiment with new programs.

Awards were presented by Professor Frank Miller of the Office of Resident Instruction to outstanding students.

ILR held a graduate student orientation, a program and tea for freshmen and their parents on Saturday, September 22.

REVIEW EDITOR NAMED

Professor Robert Ferguson has been named permanent editor of the ILR Review. He had previously been editor in the mid-fifties. The School feels that since the Review is a continuing responsibility of the School, it should be staffed on a more permanent basis and organized by an editor who sees it as a continuing responsibility. Professor Ferguson is a member of the Department of Labor Economics and Income Security.

SABBATIC FOR HANSLOWE

The lone faculty member on sabbatic this semester is Kurt Hanslowe. He is doing research and writing in the field of labor law at the University of Texas School of Law.

Returning this summer from sabbatics are: George Hildebrand from a year spent at MIT; Wayne Hodges, Robert Raimon, and John Windmuller from a year in Europe; Milton Konvitz from a year at Palo Alto, and Henry Landsberger from time spent in Chile and England.

ALICE COOK IN NEW YORK

Professor Alice Cook of the Department of Collective Bargaining (etc.) is spending the fall semester working in the Metropolitan New York Office. She will teach occasional extension courses, but the bulk of her time will be spent doing research on three unions in government employment in New York City: teachers, city employees and subway workers.

VIRGINIA TULL IN EUROPE

Virginia Tull of the Administrative Offices is currently touring Europe. Highlight of her journey is a week spent behind the Iron Curtain in the city of Uzhgorod in the Ukraine. Her traveling companion is an aunt who was born in this region. The pair then plan to "do" the Scandanavian countries "before cold weather sets in". They will return to the States by boat, sailing on October 31.

MORRIS IN PERU

Professor James Morris of the International and Comparative Labor Relations Department is spending five months in Lima, Peru studying the APARA movement (Popular Revolutionary Alliance of America) and the role of trade unions in it. His study is sponsored by a Cornell Latin American Studies grant. Morris has made frequent trips to Peru dealing with the School's research. He has spent four years in Chile with the School's former program.

NEW DEAN'S ASSISTANT

Neil Soslow joined the staff this past year as assistant to the dean for planning and organization. He is a former Cornellian who is completing his doctorate at Michigan State University's Graduate School of Business. He is making studies of organization and administration with the School as an initial effort to develop institutional research at the School.

TWO BULLETINS APPEAR

Two bulletins by ILR'ers have been authored this summer:

"Jobs, Wages and Changing Technology: Recent Experience" by Robert Aronson.

"Negotiating the Labor Contract" by Donald Cullen (still at printer's).

ALUMNI HONORED

The Federal Mediation and Conciliation Service presented one of its highest awards to two ILR alumni assigned to the Buffalo area: Thomas R. Colosi and Samuel H. Sackman. They were selected because of their outstanding performance in preventive mediation, and their many other efforts to improve labor-management relations on the Niagara Frontier.

FALL CONFERENCES SET

On-campus programs are slated for both labor and management groups during the fall months.

In mid-September a three-day conference was held for the Eastman Company. Speakers included professor emeritus Lynn Emerson, and Emil Mesics, Harlan Perrins, William Frank and Donn Coffee.

The eighth annual joint labor-management conference for the New York State Building and Construction Industries is being held at ILR October 3-5, with Harlan Perrins serving as coordinator. Ten timely topics will be discussed.

The Weinberg Seminar, meeting October 10-15, will have as its topic: The Challenge of Employment, Poverty and Technology in a Changing Society. Professor F. F. Foltman is chairman. Conference speakers include Oscar Ornati (former ILRer), Eli Ginzberg and Brenden Sexton.

Two management development seminars for the State Department of Labor will be held the weeks of October 18 and 25. Harlan Perrins is in charge.

The Labor Legislative Committee of the Associated Industries of New York State will meet October 21-22. ILR faculty will describe problems and issues confronting the ILR School.

PLANS OF FORMER GRAD STUDENTS

Herbert Oestreich, doctoral candidate, has been granted a research fellowship from the Latin American Studies Program for a year's study in Peru. He will study supervisory practices, Peruvian style, with headquarters at Lima.

Eustace Theodore, M.S., and Peter Weissenberg, are continuing on at ILR to do graduate work toward a doctorate in the Department of Organizational Behavior.

David Rance, M.S., has accepted a position as management development adviser, Esso Petroleum Company, Ltd., London.

Fraser Isbester, Ph.D. candidate, has accepted a position as assistant professor, Faculty of Commerce, University of Sherbrooke, Quebec.

JUNE CLASS '65

Sixty-seven percent of the June graduating class of the School plans to continue with their studies. Over half of these are entering law school. Of the 78 total graduates, 10 entered military service (mostly advanced ROTC); nine have jobs with industry and labor.

ILRERS HONORED

State Industrial Commissioner M. P. Catherwood, former dean of the School, was presented recently with the first humanitarian award by the Alliance of Independent Unions, a Rochester-based labor federation for "his work over the years in improving the relations between labor and management in New York State."

Professor Milton R. Konvitz was awarded the Ben David Prize by Yeshiva University. The award, comprising a medal and \$1,000, is given annually to an American Jew for outstanding contribution to American society.

Effey Riley, former director of the School's New York Office, was honored recently by the New York Women's Personnel Association. She was granted a life membership in the Association in a ceremony in New York City. Others so honored were Elinor Herrick (deceased) and Lillian Galbreath.

STAFF PERSONNEL CHANGES

Judging by the staff changes since the last issue of FOI, we'd say that the natives are restless.

Administrative corridor: Evelynn Richards has moved to the Dean's Office, along with Professor Vernon Jensen. Catherine Howard has moved from Research to be Virginia Tull's right-hand woman in the Administrative Offices. Joanna Gotwald has replaced Marie Honness as assistant in the Fiscal Office. Joanna hails from Altoona, Pa., where she has worked as a secretary and in window display work. She has an associate degree in music (voice) and attended Penn State University. Last summer she and her husband (a doctoral candidate in Entomology) were in Mexico chasing army ants. Marie Honess is now a library catalog clerk.

Second floor: Karen Wooster (with Professor Windmuller) has moved to Room 294. Maxine Henry of Extension will move to Room 293 in late October to become secretary to Professor Konvitz, replacing Anna Lane.

Third floor: Sandra Burns, a June graduate of Tioga Center Central School, replaces Peg O'Neil as secretary to Professors Cheek and Gruenfeld. She worked briefly for a lawyer in Owego. Peg O'Neil quit to work as secretary to Charles Off of Xerox. Judith Wilkinson, a June graduate of Ithaca High, is secretary to Professors Breer and Roy. Ann VanDeMark, formerly secretary to Professor Wasmuth, now works for Professors Campbell and Foltman. Marilyn Hickok has returned to work at the School as secretary to Professors Mesics and Trice. Kathie Freese, the previous incumbent, left to become a mother.

Resident Instruction: Elaine Turner, a June graduate of Candor Central School, replaces Sandra Weiss, alumni records clerk. Sandy left to spend full-time with her children.

Library: Connie Bulkley, who spent the summer as secretary to Librarian Bernard Naas, is secretary to Leone Eckert of the Labor-Management Documentation Center. She replaces Karen Worden who moved to the Binghamton area. Shirley Pascavage has replaced Karen DeLong Mason as catalog clerk. She is a June graduate of Candor Central School. Karen was married June 26 to Dick Mason, formerly ILRer and son of Margaret Mason. Karen now works at the Lourdes Hospital pharmacy in Binghamton.

Extension: Mrs. Mary Carnell, an Ithacan, replaces Priscilla Edsall as secretary to George Brooks and Sara Gamm. She was secretary to the treasurer of Ithaca College. She is a graduate of Cortland State Teachers College. The Carnells have two sons, one in Viet Nam and one in high school. Carol Gerlach and Shirley Lee have moved from administration to extension, along with Assistant Dean Risley. Carol does administrative work, while Shirley does the secretarial.

Research: David Georgia, a June graduate of Trumansburg Central School, has replaced Ronald Stark of Distribution Center. David is a brother of Sandra Weiss, formerly of ORI. Ronald is working as an electrical technician at IBM, Endicott. Rita Pantle has replaced Catherine Howard in the Review Office in the Research Division

DORIS STEVENSON RETIRES

An event unique in ILR's 20-year history took place for a person unique in ILR history on June 3. The retirement of Doris Stevenson, the School's fiscal officer, was recognized by an all-ILR reception. A TV set, desk and chair were presented to her.

Doris' position was without precedent, coming as she did to the School in its formative years - the fall of 1946. For several years, with one assistant, she carried on all fiscal, administrative and personnel work, working evenings Saturdays, and even Sundays.

She came to ILR and Cornell from Syracuse where for 10 years she was assistant treasurer of the Metropolitan Cooperative Milk Producers Bargaining Agency. Prior to that she had served as secretary to the late State Senator L. G. Kirkland.

Doris comes from Olean (N.Y.) where her mother still lives in the family home. She has recently returned from a three-week visit with her family. Although still staying at the Reconstruction Home, she hopes to return soon to her Ithaca apartment at 207 Fair Street.

SERVICE AWARDS FOR STAFF

The annual Cornell service emblem ceremony held June 30 at the Alice Statler Auditorium saw several of ILR staff receiving awards.

15 year pins: Eleanor Fairbanks of Extension, Addie Tracy of Research

10 year pins: Margaret Mason of the Fiscal Office and Eleanor Martin of Audio-Visual Aids

5 year pins: Lou Eberhardt of the Mailroom, Frank Heroy of Supplies, Elsie English, Library Periodicals, Marie Honness of Library Catalog, and Verma McClary, secretary to Professors Hildebrand and MacIntyre

ILR TO GO ON TV

The School's Extension Division is cooperating with SUNY TV to put on a series of six educational programs on the theme, "Can You Get a Job?" which are slanted toward the younger audience. Dean Robert Risley will serve as narrator-host. Topics will be on such subjects as Employment Opportunities within the State, Self-Appraisal, How to find a Job, the Job Interview. Professor William Frank is assisting in preparing the scripts.

The programs will be shown on Channel 13 in New York City beginning in early October and in other cities having educational TV stations.

EXTENSION SECRETARIES TO MEET

ILR's extension secretaries from upstate will be hosted by their Big City sisters in New York City September 30 and October 1. Attending the informational sessions will be Marianne Adler (Buffalo), Peg Haynes (Albany), David Gearhart, Marilyn Goluskin, Hattie Schwartz and Drusilla Watts (New York), and from Ithaca Mary Carnell, Eleanor Fairbanks, Carol Gerlach, Irene Grant, Maxine Henry, Shirley Lee, and June Smith

Some of the group will attend the Broadway play, Golden Boy.

BABIES BORN

Kathie and Lindy Freese are parents of their first child, Scott DeForrest, born August 15; weight 5 lb. 2 oz. Kathie was a former secretary.

Priscilla and Joe Edsall are parents of a daughter, Susan Marie, born July 16; she weighed 7 lbs. 5 oz. Her mother was a former extension secretary.

Ellen and Bill King are parents of a daughter, Angela Marie, born June 11; weight 9 lbs. 6 oz. Ellen is secretary to librarian Bernard Naas.

WHO SITS WHERE (or Musical Chairs)

On first floor, Ives, Assistant Dean has quit the Administrative corridor for the Extension building, taking two of the staff with him. Currently the newly-appointed dean for extension and public service is working in the office of secretary Shirley Lee, awaiting completion of his office across the hall.

Taking over Risley's former office is the new assistant dean for general administration, Vernon Jensen, who has moved down from his second-floor office.

Upon his return from abroad John Windmuller moved from the first floor to the late Miss Perkins's second-floor office. James Morris has moved into Windmuller's former office, room 167.

Professor Korman has moved into room 293, next to Konvitz' office, while Donald Cullen occupies the former Korman office, room 265. Jesse Carpenter has moved across the hall to room 268.

On third-floor Ives, William Whyte has moved across the hall to room 366, while Landsberger and Williams have hung their hats in rooms 363 and 359 respectively. Wasmuth has exchanged the third floor Ives for the third floor of Extension. Cheek and Roy occupy Wasmuth's former third-floor suite.

In Extension Polisar has moved downstairs to room 202, while Sara Gamm has moved into his former office, room 301.

ANNA LANE TO RETIRE

Anna Lane should be a delight to those experts writing of planned retirement, for she is a lady with a plan. As of November 1, she will retire from her post as secretary to Professor Milton Konvitz, with more than 42 of service at Cornell - 15 of them at ILR. And within a week she will leave to spend the winter in St. Petersburg, Florida in her new trailer home. She has made numerous visits to Florida and knows exactly where she wants to live.

For many years Anna worked in various departments in the College of Home Economics. (In fact, she started work before she finished high school, but did finish later. At ILR she started in as secretary to Professor Kenneth Beach. She then took a leave of absence to complete a practical nurse's course. Returning to ILR, she worked for Professor Konvitz, taking on the voluminous Liberian codification project still being carried on.

Anna plans to spend part of the year at her Auburn Street house in downtown Ithaca. An acknowledged expert on setting up and typing theses, Anna plans to supplement her retirement income by this means. And part of her time will be devoted to sewing and gardening. Many of the flowers in the Ives coffee room have come from her garden.

All of us wish Anna, the first secretary to retire from ILR, the best of luck.

Her Florida address will be Lealman Trailer Court, 3301 58th Avenue North, St. Petersburg, 33714.

STAFF ORGANIZATION DOINGS

The first fall meeting of the ILR Staff Organization was held September 8 for election of new officers and committees. Elections results were:

Education Committee: Carolyn Zimmerman, Chairman; Margaret Mason and

Jo Raymondjack

Social Committee: George Hoffman, Chairman; Shirley Lee, Lorris Pruitt

Secretary: Connie Bulkley

As soon as the rush of students to the library circulation is under control, Chairman Zimmerman and her committee will announce a fall program of staff activities. And the first task of the social committee is to plan the staff fall luncheon.

NEWS AND NOTES

Professor Duncan MacIntyre spoke at the annual meeting of the American Risk and Insurance Association in Chicago early this month.

He is a member of a Cornell faculty committee studying undergraduate instruction.

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George Hoffman of Materials Lab spent two weeks this summer with the National Guard at Camp Drum.

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Assistant Dean Risley spent September 20 in Washington, D.C. meeting with the Higher Education Committee.

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Dean David Moore has been named one of four Cornell faculty to the Cornell University Administrative Council for a term of one year.

The Dean attended the State University conference for chief administrative officers at Saratoga Springs September 17 and 18. On September 25 he attended the inauguration of George Bruce Dearing as president of Harpur College.

He will speak on "The Entrepreneur" at a colloquium to be held November 9 at the University of Massachusetts' School of Public Administration.

On October 17 he will attend a Du Pont seminar in Wilmington on the theme "The Individual's Identify and Fulfillment in a Modern Society."

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Professor Arnold Tolles will attend the State University Faculty Assembly at West Point October 24-26.

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Professor Harrison Trice is conducting a series of conferences on alcoholism and occupational health for the Smithers Foundation Grant: September 16-18 in New York for industrial nurses and union officials; October 26 in Boston for union officials; and November 5 in New York for personnel managers.

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George Brooks, Sara Gamm and William Scoones of Extension are conducting a four-session course (Sept. 21, 22, Oct. 26, 27) in New York for the New York City Transit Authority on teaching labor-management relations.

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Professor Alice Cook is teaching a six-week course beginning October 11 on Leadership in Organizations of Professional Employment.

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Professor Alpheus W. Smith conducted an afternoon seminar and a dinner speech on Motivation for the Mohawk Valley Chapter, Society for Advancement of Management in Utica September 22.

On October 6 Professors Smith and William Frank will discuss Communication and Motivation respectively at the Saratoga Springs Managerial Development for Women program conducted by the Capital District.

NEWS AND NOTES

Three ILRers are authors of a book, Industrial and Labour Relations in Canada: A Selected Bibliography, published by the ILR Centre, Queen's University, Ontario. Authors are A. F. Isbester, Daniel Coates and C. Brian Williams.

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Three faculty members attended the annual meeting of the American Sociological Association in Chicago last month: Neil Cheek, Jay Schulman, and Harrison Trice. Professor Schulman gave a paper on "Approaching Structural Change through Field Studies."

Two faculty members gave papers at the annual meeting of the American Psychological Association in Chicago recently: Leopold Gruenfeld on "Payment of Tuition as a Predictor of Benefit from a Management Development" and Lawrence Williams at a symposium on "Social Implications of Cybernation and the Role of the Psychologist."

Professor Duane Evans participated in meetings of the American Statistical Association in Philadelphia in early September.

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Professor Maurice Neufeld chaired a session on the Italian Party System at the annual meeting of the American Political Science Association in Washington in early September.

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Professor Egbal Ahmed attended an international conference on Viet Nam at the University of Michigan in mid-September.

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Two former ILRers visited the School recently: Lee and Jack Culley from Iowa stopped by. They have a son, Lawrence Matthew, born May 4th. The Culleys will leave in November for Liberia where Jack will be dean of liberal and fine arts at the University of Liberia.

Edith Lentz Hamilton who is with the hospital administration program at the University of Minnesota. She said that her husband will retire next year and they will live in South Duxbury, Mass.

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William Toomey of the Capital District Office was elected general vice-president of the National Council for Small Business Management Development at its tenth annual conference.